

Colonial Catering

The George Washington University
800 21st Street NW
Suite 242
Washington, DC 20052

Off - Property Catering Contract

Client/Organization	Event Date	Booking Contact	Booking Tel	Event #
GW - Faculty Senate Office	4/29/2015 (Wed)	Sue Campbell	(202) 994-7198	E23491
Address		Sales Rep	Booking Fax	Booking Email
Old Main Suite 400		Mark Michalewicz	(202) 994-1523	lsbc@gwu.edu
Party Name		Pay Method		
Executive Committee		Oracle 120101-52612		

MINIMUM GUARANTEED ATTENDANCE MUST BE RECEIVED WITHIN **72 HOURS** OF EVENT. IF ATTENDANCE FALLS BELOW THE GUARANTEED NUMBER THE CLIENT WILL BE CHARGED FOR THE GUARANTEED NUMBER. GUARANTEED NUMBER MUST BE RECEIVED BY DATE/TIME INDICATED.

SITE LOCATION		
Site Name	Site Address	Site Category
Science and Engineering Hall	800 22nd St. NW, Washington, DC 20052	

EVENT TIMES				
Setup	Start	End	Banquet Room	Description
NA	11:45 am	3:30 pm	SEH 2000B Conference Room	Boxed Lunch

FOOD & SERVICE ITEMS				
Food/Service Items	Qty	Price	Total	
VIP Meeting - Executive Committee Meeting				
BOXED LUNCHES				
Old Fashioned Tuna Salad Sandwich (NO ONIONS or GARLIC)	3	15.00	45.00	
- Whole Grain Bread, with Lettuce & Tomato, Prepared with low fat mayo				
-				
Chunky Chicken Salad (NO ONIONS or GARLIC)	3	15.00	45.00	
- Chunks of all white chicken low fat mayo, seedless grapes, diced celery				
nine grain bread, Lettuce & Tomato				
Hard Carved Roasted Breast of Turkey (NO ONIONS or GARLIC)	3	15.00	45.00	
- Sliced provolone, lettuce & tomato - LOW FAT MAYO ON THE SIDE				
Slow Roasted Tenderloin of Beef (medium rare) (NO ONIONS or GARLIC)	2	15.00	30.00	
- lettuce & tomato - LOW FAT MAYO ON THE SIDE				
whole grain bread				
Grilled Chicken Caesar Salad (NO ONIONS or GARLIC)	3	15.00	45.00	
- cut hearts of romaine, fresh focaccia croutons, shredded parmesan cheese				
caesar dressing on the side				
Box Lunches Contain:				
- Bag of Terra Chips	14			
- Chocolate Chip Cookie (standard size)	14			
- Cutlery Kit (napkin, utensils, condiments, etc.)	14			
Diet Coke	4			
Coke	4			

4/27/2015 - 7:43:20 AM

Page 1 of 3

Checks payable to Sodexo
800 21st Street NW

Bottled Water	10
Delivery - Included	1

COMMENTS & SPECIAL INSTRUCTIONS

VVIP Box Lunch - Customers are concerned about salt - use low sodium items - LOW FAT MAYO ON THE SIDE FOR ALL ITEMS EXCEPT FOR TUNA AND CHICKEN SALAD

*** NO ONIONS or GARLIC to be used in preparation please*****

LOCATION - SEH 2000B conference room.

The time line is quite tight for this meeting.

Another group has the room until 12.

We cannot be there later than 2

We will need to drop off very close to 12.

I recall there is an outer area where you enter the conf. room, perhaps a waiting area and then something of a pantry looking area. So perhaps lunch can be deposited there with one of us watching over it, and then we will move it to the conf room when it is vacated. We can do the trash pull ourselves so no pickup.

Subtotal	210.00	Paid	0.00	Pay Method	Oracle 120101-5261 Card Number
Tax	0.00	Balance	210.00	Card Type	
Service Charge	0.00			Card Holder	Expires
Total Value	210.00			Signature	

The above signed contract must be received 14 business days prior to the event. Failure to receive the signed contract at that time may result in a cancelled event. Client is responsible for insuring that the finalized contract is received by the Catering Office. A cancellation fee of **100% of the estimated charges** will be incurred for any cancellation within 3 business days of the event.

All third-party contracts (contracts **not** paid by George Washington University) require 100% pre-payment of the estimated contract 3 business days prior to the event date. If payment has not been received 3 business days prior to the event date, the event will be cancelled. A credit card may be requested to guarantee payment prior to the event until payment is received.

I have read the above contract and agree to the terms and conditions as well as any terms and conditions on any contract addendum's which I may sign.

Client: Linda Sue Campbell

Date: 4/27/15

Sales Rep: _____

Date: _____



Campbell, Sue <lsbc@email.gwu.edu>

Re: Student Association liaisons to Senate Committees

1 message

Nicholas Gumas <ngumas@gwmail.gwu.edu>

Mon, Sep 29, 2014 at 9:07 AM

To: lsbc@gwu.edu

Hi Linda,

Below are the contact information for the student appointees to the Joint Committee of Faculty and Students. I have included their preferred committees under their names.

Kylie Madden, Student Co-Chair
(kmadden@gwmail.gwu.edu)
JCFS

Jorah Huntington
(jorah@gwmail.gwu.edu)
Honors and Academic Convocations Committee

Vanessa Bajko
(vfbajko@gwmail.gwu.edu)
University and Urban Affairs Committee

Zach Nirenberg
(zachnirenberg@gwmail.gwu.edu)
Physical Facilities Committee

Thomas Falcigno
(tfalcigno@gwmail.gwu.edu)
Education Policy Committee

Casey Syron
(caseysyron@gwmail.gwu.edu)
Athletics and Recreation Committee

Jerry Wei
(jeromewei@email.gwu.edu)
Libraries Committee

Please let me know if this is all you need. I saw that some of the committees dealt with internal hiring and finances, so I was not sure if you wanted students to participate on those committees as well. If you do, please let me know and I will provide you with additional appointees.

Again, I apologize that this took so long. Thank you for understanding.

Best,
Nick

On Fri, Sep 19, 2014 at 1:43 PM, Linda Sue Campbell <lsbc@gwu.edu> wrote:

Dear Nick:

I will stay tuned, thanks for the quick response to the question,

Sue C

On Fri, Sep 19, 2014 at 6:38 AM, Nicholas Gumas <ngumas@gwmail.gwu.edu> wrote:

Hi Sue,

I am sorry for the late response. Our JCFS Co-Chair stepped down and held up the confirmation process for our JCFS representatives. They are scheduled to be confirmed on Monday, September 22nd, at which point I will forward their names and committee assignments.

I apologize again for the wait. Thank you for your patience.

Best,
Nick

On Tue, Sep 16, 2014 at 3:30 PM, Linda Sue Campbell <lsbc@gwu.edu> wrote:

Dear Nick, I am just checking on the status of these appointments. We are about to boot up the Committee list which was revised at our meeting on Friday and would like to include the student liaison members.

I believe the last time we touched base on this you were thinking of having the joint committee students each serve on an additional standing committee.

Pls. advise. I am sure the Committee chairs are looking forward to including these students in their meetings and would like to let them know as soon as possible the status of these.

Thanks very much,

--

Sue Campbell, Coordinator
Faculty Senate Activities
Old Main, Suite 400

COMMITTEE EX OFFICIO CHANGES FALL 2014

Appointments, Salary and Promotion Policies

- add Sabrina Ellis, Vice President for Human Resources ✓

Fiscal Planning and Budgeting

- add Ann McCorvey, Deputy Executive Vice President and Treasurer ✓
- remove Vanessa Rose, insert 'vacant', for Chief Budget Officer ✓

Physical Facilities

- add Ann McCorvey, Deputy Executive Vice President and Treasurer ✓

University and Urban Affairs

- add Ann McCorvey, Deputy Executive Vice President and Treasurer ✓

HACC: Michael Peller, Associate Vice President, Events & Venues ✓

Subs for Kayes and Maggs ??

*****from the Provost:

APPOINTMENT, SALARY, AND PROMOTION POLICIES

- No updates

ATHLETICS AND RECREATION

- Remove: Warner, Mary Jo ✓
- Add: Ercole, Karen, Associate Athletic Director ✓

EDUCATIONAL POLICY

- No updates

FISCAL PLANNING AND BUDGETING

- Remove: Beheler, Melia ✓
- Remove: Rose, Vanessa ✓
- Remove: Stewart, Andrea ✓
- Add: Henry, Geneva, University Librarian and Vice Provost for Libraries ✓
- Add: O'Neal, Rene Stewart, Vice Provost for Budget and Finance ✓

HONORS AND ACADEMIC CONVOCATIONS

- No updates

ASPP-
A Stewart? remove

2 Library?

Sen Memb on Cms

Exec are (9)

Eggstrator -

9.99 - Coolen
+ extractor
buy eggstrator.com

- ASPP - Harrington, Syl, Galsron (ex offie)
- ATH - Fairfax [BVAZ (ex offie)]
- EAPOL - Castleberry; Weiner (Price ex offie)
- FP+B - PARSONS (Suzene ex off)
- HARC - Rehman, CBR (Lantz ex offie)
- Cbr - McAleaway - Galsron ex off
- PhyFree - Roddis (Sridawny)
- PEAF - CBR (Garris)
- Rosch - Hawley, Diab (Lantz)
- USVA - Newcomer, Jacobson (Pulcini)

JCFS - Diab

AS members

- Seas Harrington
- Gseth Syl
- LS Fairfax
- Gseth CBR III
- CCAS PARSONS
- SB Rehman
- CCAS McAleaway
- SB Weiner
- SEAS Roddis
- smHS ? Hawley
- SEAS Diab II
- CCAS Newcomer
- CCAS Jacobson (has never attended) CCAS

* Dickinson + Swame (LS)

many

CCAS

Wms-

14 ~~13~~ Sen Members

+9 exec members

23

of 39 17 = shadowing A

LIBRARIES

- Add: Henry, Geneva, University Librarian and Vice Provost for Libraries ✓

PHYSICAL FACILITIES

- Remove: Beheler, Melia

PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

- No updates

*ADD Murrell,
remove Maggo?*

RESEARCH

- Remove: Mandeville-Gamble, Steven ✓
- Add: Merrigan, Kathleen, Executive Director of Sustainability ✓

UNIVERSITY AND URBAN AFFAIRS

- Remove: Jules, Bergis ✓

JOINT COMMITTEE OF FACULTY AND STUDENTS

No updates

To Be elected

Research

Azim Eskandarian ✓

Nikolay Shikmanolov (SP) ✓

PEAF

Kurt Darr ✓

Thus
Short summ fixed & checked

> netBy

hermes

Res response

Memorial Tribute to Otto Bergmann, Professor of Physics

Retired Professor Emeritus of Physics Otto Bergmann died on May 24, 2013 in Oxford England. He joined GW as an associate professor in 1962 and was promoted to the rank of Professor of Physics in 1968. He had a continual and deep interest in many areas of physics, and the distinction of having contributed through his theoretical work to many of these areas. He showed a deep concern for the proper pedagogical aspects of physics curricula, and in particular, educating students to the broad philosophical and historical underpinnings of our current state of understanding of physics.

Professor Bergmann earned his Ph.D. in Physics at the University of Vienna in 1949. Following the award of this degree, he served as an assistant at the Institute for Applied Physics at the Technical University in Vienna, from 1949 to 1951. He then took a position at the Institute for Advanced Studies in Dublin, Ireland, where he was a scholar from 1951 to 1952. Following his stay in Ireland, he moved to South Australia to become a Senior Research Fellow at the University of Adelaide's Department of Physics from 1952 to 1955. He then joined the Physics Department at the University of New England in Armedale, New South Wales, Australia for the following two years.

In 1958 he came to the United States to become a Research Scientist at RAIS in Baltimore, Maryland. This was followed in 1959, by an appointment at the University of Alabama, first as a Visiting Associate Professor, and then as Associate Professor through 1962, at which point he joined the Department of Physics at The George Washington University.

During Professor Bergmann's tenure at GW, he served in 1967 as Visiting Professor at the Institute for Theoretical Physics, at the University of Graz, Austria, and then at the Institute for Theoretical Physics at the University of Vienna, both in 1973-74 and 1981.

Through Professor Bergmann's wide-ranging interests in physics, he produced publications in such fields as particle physics, special and general relativity, plasma physics, and material science. During his time at GW, he directed two Master's of Science students and five Ph.D. students in their thesis and dissertation work.

He maintained professional memberships in the American Physical Society, the New York Academy of Sciences, Sigma Psi, the Washington Academy of Sciences, the Philosophical Society of Washington, and Österreichischer Ingenieur und Architektenverein.

Professor Bergmann served one two-year term in the Faculty Senate, beginning in May, 1970. In addition, he served on several Faculty Senate committees, including several times on the Research Committee. Professor Bergmann was a strong intellect, with conviction tempered with wisdom and humor.

Based on a prior tribute to Otto Bergmann by W.C. Parke

Read into the record of the Faculty Senate meeting held on September 13, 2013

GW Faculty Conflict of Interest and Commitment Policy Revision Committee

Co-Conveners:

Academic Affairs: Dianne Martin,

OVPR: Jennifer Wisdom

(Jennifer Sieck, staff support)

Compliance Office: Helen Spencer

OVPR: Robert Donnally

OGC: TBD

Faculty:

Robert Tuttle, Law

Melissa Goldstein, SPHHS

Joan Butler, SMHS / Faculty Senate PEA

SB- TBD

GSEHD - TBD

Doug Shaw, ESIA

Charles Garriss, SEAS/ Faculty Senate

Jeffrey Brand, CCAS / Faculty Senate (fall only)

Charge:

Revise and update the Faculty Conflict of Interest Policy

Streamline the policy by pulling out procedures into a separate document

Integrate new federal compliance regulations into the policy and procedures

Align the FCOI disclosure forms with the new statement of the policy

Establish a university-wide Conflict of Interest Advisory Committee

Attachments:

OGC Comprehensive Review of Faculty COI Policies – Best Practices

Timeline:

September – convene committee, set up biweekly meetings

– review best practices, sample CoI policies from other universities

October – outline of a new GW COI policy

By Dec. 13 – first draft to discuss with PEA

Feb. 15 – PEA discuss refined draft

- EROC discuss refined draft

March Faculty Senate meeting – present refined draft to Senate

April Faculty Senate meeting – new policy approved to be sent forward to BoT

May - BoT review, approve new policy

Create a Faculty Information System Advisory Committee (FISAC)

- a. Develop a plan for cleaning up current CVs in the system
- b. Provide input for all future modules for the system (tenure and promotion, course evaluation, sabbatical requests, etc.)
- c. Develop recommendations around the use of the data in the system
- d. Report recommendations of FISAC to the Faculty Senate Executive Committee

Proposed Committee:

GSEHD: Michael Castleberry

CCAS: Steven Tuch, Kathy Newcomer

LAW: W. Burlette Carter

ESIA: Walter Reich

SON: Kim Acquaviva

SPHHS: Melissa Perry

SB: TBD

SEAS: TBD

SMHS: Joe Bocchino

Timeline for full Lyterati Faculty Information System Implementation

August: Meet with Faculty Senate Executive Committee – discuss plan, survey

Propose Faculty Information System Advisory Committee (FISAC)

September: Convene FISAC

Establish mission for FISAC

Go over survey results

Set up two faculty focus groups

Discuss Tenure/Promotion Dossier module design

Send out Lyterati Feedback survey to faculty

Preliminary design of Tenure/ Promotion Dossier module

VPFA: Meet with SMHS faculty to establish parameters for SMHS CVs

Faculty: enter tenure/ promotion dossier data into Lyterati

October: FISAC: Discuss results from survey

Hold focus groups

Make recommendations to VPFA regarding system enhancements

Review preliminary design specifications for TPD module

Lyterati: input SMHS CVs

Depts: enter external letters for tenure/ promotion into Lyterati

November: Departments forward tenure / promotion decisions to deans through Lyterati

December: SMHS faculty view/ correct CVs in Lyterati

January: FISAC complete recommendations on data policies for Faculty Senate

February: Tenure decisions to provost through Lyterati

Training sessions for SMHS faculty for annual reports

March: SMHS faculty enter annual reports through improved Lyterati

April: All other faculty enter annual reports through improved Lyterati

2014 Benefits Renewal Overview

Total Cost of Employee Benefit Plans for Actives and Retirees

2013 Projected Cost: **\$93.8M**

2014 Projected Cost:

- \$99.8M without plan design and program changes
- **\$98.5M with plan design and program changes**

Cost of Medical and Prescription Drug Plans for Actives and Retirees

2013 Projected Cost: **\$40.3M**

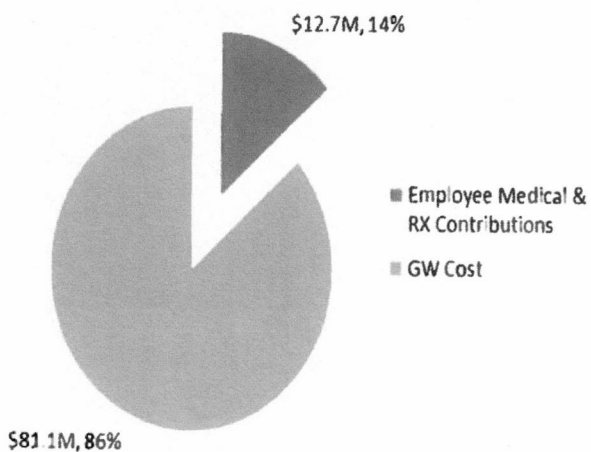
2014 Projected Cost:

- \$46.0M without plan design changes
 - Active employee contribution rates increase approximately 25.0% with lower increase for employee + child(ren) tier
- **\$44.0M with plan design changes**
 - Active employee contribution rates increase approximately 12.5% with lower increase for employee + child(ren) tier

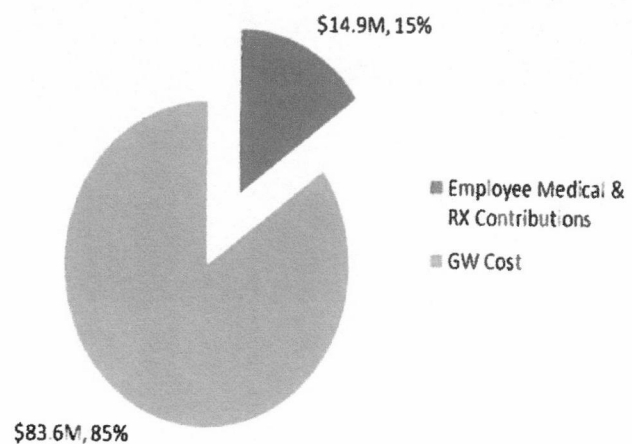
2014 projected cost are from anticipated utilization, increased enrollment and fees from Health Care Reform

2013 and 2014 Projected Total Costs (Active & Retirees)

2013 Projected Costs



2014 Projected Costs



GW costs include medical, prescription drug, disability, life/AD&D, EAP, tuition, retirement, etc.

2014 Recommended Changes

Active Contributions: increase contribution rates, keeping increase to employee + child(ren) tier lower

Medical Plan Changes:

- Re-name medical plans to Basic (Choice Plus Blue), Medium (Choice Plus Buff), and Premium – In-Network Only (Choice)
 - Implement plan design changes to Basic, Medium, and Premium plans
 - Introduce an out-of-pocket maximum to Premium plan to comply with Health Care Reform requirements
-

Prescription Drug Changes:

- Implement copay changes bringing GW in-line with market
 - Move to pharmacy benefit management collective
-

Healthy Campus:

- Smoke-free campus as of August 1, 2013
 - Implement incentives for health assessment and biometric screenings
 - Implement wellness vendor
-

Life and Disability Plan:

- Change vendor
 - Outsource leave administration
-

Dental Plan: add implant coverage to High DPPO plan option

Work-Life Benefit Changes:

- Add parental leave for staff
-

Full-Time Employee Rates (Salary Band at \$35k+)

	2013				2014				Dollar Change			% Change		
	CY Rates	EE (%)	EE Contrib.	GW Contrib.	CY Rates	EE (%)	EE Contrib.	GW Contrib.	Total Cost	EE	GW	Total Cost	EE	GW
<u>Basic (Choice Plus Blue)</u>														
EE	\$370.93	24%	\$88.00	\$282.93	\$394.12	25%	\$99.00	\$295.12	\$23.19	\$11.00	\$12.19	6.3%	12.5%	4.3%
EE+SP/DP	\$778.96	34%	\$267.00	\$511.96	\$827.66	36%	\$300.00	\$527.66	\$48.70	\$33.00	\$15.70	6.3%	12.4%	3.1%
EE+ Child(ren)	\$686.23	35%	\$242.00	\$444.23	\$729.13	36%	\$265.00	\$464.13	\$42.91	\$23.00	\$19.91	6.3%	9.5%	4.5%
Family	\$1,149.89	35%	\$403.00	\$746.89	\$1,221.79	37%	\$453.00	\$768.79	\$71.90	\$50.00	\$21.90	6.3%	12.4%	2.9%
<u>Medium (Choice Plus Buff)</u>														
EE	\$501.37	26%	\$131.00	\$370.37	\$532.72	28%	\$148.00	\$384.72	\$31.35	\$17.00	\$14.35	6.3%	13.0%	3.9%
EE+SP/DP	\$1,052.88	35%	\$372.00	\$680.88	\$1,118.71	37%	\$418.00	\$700.71	\$65.83	\$46.00	\$19.83	6.3%	12.4%	2.9%
EE+ Child(ren)	\$927.54	35%	\$328.00	\$599.54	\$985.53	36%	\$359.00	\$626.53	\$57.99	\$31.00	\$26.99	6.3%	9.5%	4.5%
Family	\$1,554.25	36%	\$554.00	\$1,000.25	\$1,651.43	38%	\$623.00	\$1,028.43	\$97.18	\$69.00	\$28.18	6.3%	12.5%	2.8%
<u>Premium (Choice)</u>														
EE	\$661.53	24%	\$162.00	\$499.53	\$702.89	26%	\$183.00	\$519.89	\$41.36	\$21.00	\$20.36	6.3%	13.0%	4.1%
EE+SP/DP	\$1,389.21	35%	\$491.00	\$898.21	\$1,476.07	37%	\$552.00	\$924.07	\$86.86	\$61.00	\$25.86	6.3%	12.4%	2.9%
EE+ Child(ren)	\$1,223.83	38%	\$459.00	\$764.83	\$1,300.35	39%	\$502.00	\$798.35	\$76.52	\$43.00	\$33.52	6.3%	9.4%	4.4%
Family	\$2,050.74	36%	\$748.00	\$1,302.74	\$2,178.96	39%	\$841.00	\$1,337.96	\$128.22	\$93.00	\$35.22	6.3%	12.4%	2.7%

2014 Plan Design Changes

Plan Design	Premium (Choice)	Medium (Choice Plus Buff)		Basic (Choice Plus Blue)	
	In-Network Only	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible					
Individual	None	\$500 (\$300)	\$750	\$850 (\$750)	\$850 (\$750)
Family	None	\$1,000 (\$600)	\$1,500	\$1,700 (\$1,500)	\$1,700 (\$1,500)
Out-of-Pocket Maximum (OOP)					
Individual	\$6,350* (None)	\$2,500*	\$5,000*	\$3,000*	\$4,000*
Family	\$12,700* (None)	\$5,000*	\$10,000*	\$6,000*	\$8,000*
Coinsurance (GW / Employee)	100% / 0%	85% / 15% (90% / 10%)	60% / 40% (70% / 30%)	80% / 20%	60% / 40% (70% / 30%)
Lifetime Maximum	Unlimited	Unlimited		Unlimited	
Office Visit Copayment					
Primary Care Physician	\$25	\$25	60% (70%) after ded.	\$25	60% (70%) after ded.
Specialist	\$50 (\$35)	\$50 (\$35)	60% (70%) after ded.	\$50 (\$35)	60% (70%) after ded.
Preventive	\$0	\$0	60% (70%) after ded.	\$0	60% (70%) after ded.
Hospital					
Hospital Inpatient	\$250 per admit (\$200 per admit)	85% after \$250 per admit (90% after \$150/day; max 5 days)	60% (70%) after ded.	80% after \$250 per admit (80% after \$200 per admit)	60% (70%) after ded.
Hospital Outpatient	\$100	85% (90%) after \$100 copay	60% (70%) after ded.	80% after ded.	60% (70%) after ded.
Urgent Care	\$50	\$50	\$50	\$50 (80% after ded.)	60% (70%) after ded.
Emergency Room	\$150 (\$100)	\$150 (\$100)	\$150 (\$100)	80% after ded.	80% after ded.
Prescription Drug					
Deductible		\$50 brand name deductible per person per calendar year (combined for retail and mail-order)			
Retail Prescription Drug					
Generic			\$15.00 (\$10.00)		
Brand Formulary			\$35.00 (\$25.00)		
Brand Non-Formulary			\$70.00 (\$45.00)		
Mail-Order Prescription Drug					
Generic			\$37.50 (\$25.00)		
Brand Formulary			\$87.50 (\$62.50)		
Brand Non-Formulary			\$175.00 (\$112.50)		

NOTE: Italicized text in parenthesis represents 2013 plan design information.

*To comply with health care reform regulations in 2014, deductibles, copays, and coinsurance must all apply to the out-of-pocket maximum. Also, it is required that all plans have an out-of-pocket maximum, therefore, the 2014 Premium plan includes the highest allowed out-of-pocket maximum under Health Care Reform. This is a benefit enhancement for the Premium plan as there is no limit to the copays paid by members in 2013.

**THE GEORGE
WASHINGTON
UNIVERSITY**

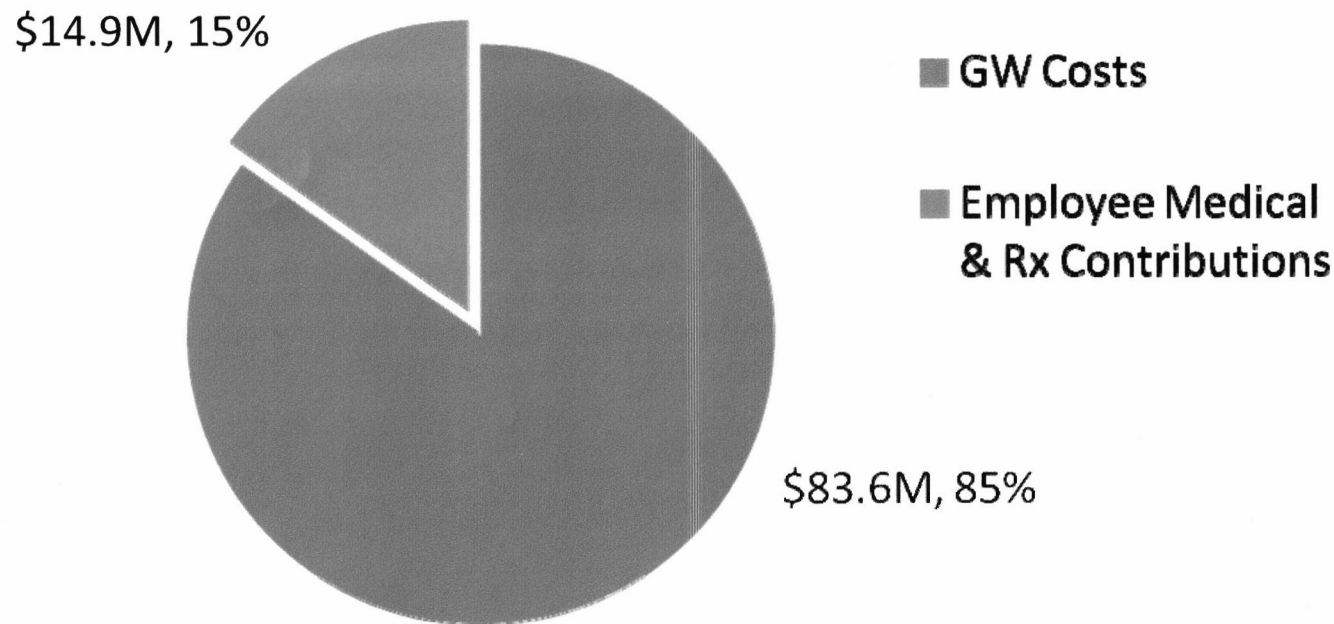
WASHINGTON, DC

2014 Benefits Update

Private & Confidential

Total Benefits Spend = \$98.5M

- Total 2014 projected cost share for all GW benefits including medical, prescription drug, disability, life/AD&D, EAP, tuition, retirement, etc.



Active Medical and Rx Plans

- 2013 Projected Cost: \$40.3M
- 2014 Projected Cost:
 - \$46.0M (13.9% total cost increase) without plan design changes
 - Active employee contribution rates increase approximately **25.0%** with lower increase for employee + child(ren) tier
 - \$44.0M (9.2% total cost increase) with plan design changes
 - Active employee contribution rates increase approximately **12.5%** with lower increase for employee + child(ren) tier

Market Benchmarking

Monthly Employee Contributions

	2013 Public and Private Colleges and Universities	2013 Washington DC/Baltimore 1,000+ Employees	2013 GW Basic (Choice Plus Blue)	2014 GW Basic (Choice Plus Blue)
Employee- Only	\$110	\$117	\$88	\$99
Family	\$435	\$428	\$403	\$453

Data sources: College and University Professional Association for Human Resources (2013 Benefits Survey), 2013 Mid-Atlantic Employer Benefits Survey

Market Benchmarking

According to Towers Watson more employers are excluding spouses when similar coverage is available through the spouse's employer.

Recent examples include:

- University of Virginia
- Ball State University
- UPS

Health Care Reform - *Impact*

- **GW:**
 - Addition of an Out-of-Pocket Maximum for both the Individual and Family on the Premium (Choice) plan.
- **Individual:**
 - Beginning in 2014, requirement that most individuals have health insurance for themselves and their spouses or dependents or pay a potential penalty for noncompliance.
 - Coverage may be obtained through government programs such as Medicare or Medicaid; employer or individual insurance market; or Health Insurance Marketplace (Exchange).
 - The Exchange is a competitive marketplace for Americans shopping for health insurance. Individuals can choose from a variety of plans that are administered by private insurance companies, which may include HMO or PPO type plans. Individuals are not required to purchase a plan that is included in the Exchange.

Medical

2014 Medical Contribution Strategy

- Re-name medical plan offerings to Basic (Choice Plus Blue), Medium (Choice Plus Buff), and Premium – In-Network Only (Choice)
- Implement plan design changes to Basic, Medium, and Premium plans
- Most employees will see a contribution increase of \$10 - \$90 per month over the prior year depending on the plan and number of dependents.
- Extended Network continues

Plan Design Changes

Plan Design	Premium (Choice)	Medium (Choice Plus Buff)		Basic (Choice Plus Blue)	
	<i>In-Network Only</i>	<i>In-Network</i>	<i>Out-of-Network</i>	<i>In-Network</i>	<i>Out-of-Network</i>
Deductible					
Individual	None	\$500 (\$300)	\$750	\$850 (\$750)	\$850 (\$750)
Family	None	\$1,000 (\$600)	\$1,500	\$1,700 (\$1,500)	\$1,700 (\$1,500)
Out-of-Pocket Maximum (OOP)					
Individual	\$6,350* (None)	\$2,500*	\$5,000*	\$3,000*	\$4,000*
Family	\$12,700* (None)	\$5,000*	\$10,000*	\$6,000*	\$8,000*
Coinsurance (GW / Employee)	100% / 0%	85% / 15% (90% / 10%)	60% / 40% (70% / 30%)	80% / 20%	60% / 40% (70% / 30%)
Lifetime Maximum	Unlimited	Unlimited		Unlimited	
Office Visit Copayment					
Primary Care Physician	\$25	\$25	60% (70%) after ded.	\$25	60% (70%) after ded.
Specialist	\$50 (\$35)	\$50 (\$35)	60% (70%) after ded.	\$50 (\$35)	60% (70%) after ded.
Preventive	\$0	\$0	60% (70%) after ded.	\$0	60% (70%) after ded.
Hospital					
Hospital Inpatient	\$250 per admit (\$200 per admit)	85% after \$250 per admit (90% after \$150/day; max 5 days)	60% (70%) after ded.	80% after \$250 per admit (80% after \$200 per admit)	60% (70%) after ded.
Hospital Outpatient	\$100	85% (90%) after ded.	60% (70%) after ded.	80% after ded.	60% (70%) after ded.
Urgent Care	\$50	\$50	\$50	\$50 (80% after ded.)	60% (70%) after ded.
Emergency Room	\$150 (\$100)	\$150 (\$100)	\$150 (\$100)	80% after ded.	80% after ded.

Prescription Drug Copays

	2013 Current	2014
Retail – 30 Days Supply		
Generic	\$10	\$15
Brand Formulary	\$25	\$35
Brand Non-Formulary	\$45	\$70
Mail Order – 90 Days Supply		
Generic	\$25	\$37.50
Brand Formulary	\$62.50	\$87.50
Brand Non-Formulary	\$112.50	\$175

Dental & Vision

- Increases in employee contributions for dental coverage ranging from \$0 - \$2 per month (depending on plan and coverage tier)
- PPO High plan will also include coverage for dental implants
- No increase to employee contributions for basic or enhanced vision coverage

Life, AD&D and Disability Vendor Change

- Current Provider: Unum since 2007
- Feedback from GW community through survey and stakeholder meetings indicated opportunities for improvement
- New Provider: The Standard

Wellbeing Hotline

- A one-stop-shop for help with personal issues, planning for life events, or simply managing daily life. Services include:
 - **Work-Life Solutions:** Qualified referrals and customized resources for child and elder care, moving and relocation, making major purchases, college planning, pet care, home repair
 - **Confidential Counseling:** A no-cost counseling service helps address stress, relationship and other personal issues
 - **Financial and Legal Resources:** Speak by phone with an attorney, Certified Public Accountants, or Certified Financial Planners on a wide range of legal and financial issues.
 - Includes access to free online will preparation services that allows you to quickly and easily write a will on your computer.

Paid Parental Leave

- Six weeks of continuous paid leave following the birth or adoption of a child
 - Eligibility: regular, full-time staff with at least two years of benefits-eligible service
- For birth mothers, paid parental leave runs concurrent with short-term disability coverage
- Staff must complete all required Family and Medical Leave Act (FMLA)
- Regular faculty should refer to Parental Childcare Leave in the Faculty Code.

Smoke-Free GW



- Beginning August 1, 2013
 - In any university owned outdoor space
 - Generally speaking, within a minimum of twenty-five feet (25 ft.) of buildings owned and used by the university on the Foggy Bottom, Mount Vernon, and Virginia Science and Technology campuses
 - In university owned and leased vehicles
 - In university parking garages and loading docks of university facilities
- Smoking cessation resources available for all students, faculty and staff

Open Enrollment

- Open Enrollment begins October 1 and ends October 31, 2013:
www.benedetails.gwu.edu/openenrollment
- All changes effective for 2014 plan year
 - To participate in FSAs *must* enroll during Open Enrollment
 - All other elections will rollover to 2014
 - Medical, dental, life/AD&D insurance, disability
 - Encourage employees to login and review benefit elections and beneficiary information

Open Enrollment Benefit Fairs

Virginia Science & Technology	Tuesday, October 8 10am – 2pm Enterprise Hall
Foggy Bottom	Tuesday, October 15 10am – 3pm Marvin Center, Grand Ballroom
Foggy Bottom	Thursday, October 24 10am – 3pm Marvin Center, Continental Ballroom

Free flu vaccines at all fairs!

ANNUAL REPORT
OF THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE
2012-13 SESSION

During the 2012-13 session, the Executive Committee established the agenda for nine regular meetings of the Faculty Senate.

RESOLUTIONS

The Faculty Senate considered five resolutions during the 2013-13 session and one at its May 2013 meeting, technically the first meeting of the 2013-14 session. Four resolutions were adopted without emendation, and two were adopted as amended. The administration's response to the resolutions is attached to this report. The resolutions are briefly summarized below.

"A Resolution to Endorse Amendments to The George Washington University Policy on Conflicts of Interest and Commitment for Faculty and Investigators" (12/1)

Resolution 12/1 was introduced by the Committee on Professional Ethics and Academic Freedom and adopted May 11, 2012 by the Faculty Senate. This resolution endorsed amendments to the University's Policy on conflicts of Interest and Commitment for Faculty and Investigators, including a new Appendix C. The Resolution further stated the understanding and expectation that the Senate will in future be presented with proposed amendments to this University Policy (including its Appendices) for the Senate's review and recommendations in accordance with the procedures followed in connection with the adoption of Resolution 12/1. The Administration accepted this Resolution; it was also approved by the GW Board of Trustees at its meeting on May 17, 2012. (Resolution 12/1 is attached.)

"A Resolution on Information Systems Needed to Support Faculty Research Efforts" (12/2)

Introduced by the Senate Committee on Research and adopted at the May 11, 2012 Senate meeting, this resolution recommended that the University administration and the Board of Trustees provide funding to purchase and install the software required to implement a financial information system for sponsored research projects competitive with the systems at other research institutions; and that this effort be conducted in consultation with the Senate Research Committee and the Advisory Council on Research to insure that the information systems are useful and used by faculty participating in sponsored research and the staff with whom they work. The Administrative response indicated that the Office of the Vice President for Research would work with the Senate Research Committee and the Advisory Council on Research to plan improvements to the information systems that support research and further, stated the expectation that these improvements would happen over the next few years. (Resolution 12/2 is attached.)

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"A Resolution to Confirm the Emergency Action of the Faculty Senate Executive Committee Approving an Interim Policy and Procedures for Sexual Harassment and Violence for the 2012-13 Academic Year" (12/3)

Pursuant to the provisions of Section 5(b)(6) of the Faculty Organization Plan, the Executive Committee was asked to approve, on an emergency basis, an Interim Policy drafted by the University Administration in response to discussions with staff of the Department of Education. The Executive Committee approved the Interim Policy. As required, the Executive Committee sought confirmation of this emergency action at the next regularly scheduled Faculty Senate meeting on September 14, 2012. The Faculty Senate approved Resolution 12/3 and the Administration concurred with this Resolution and implemented the Interim Policy for the academic year 2012-13 with the understanding that the Senate would be fully involved in review and development of a final Policy during that time. (Resolution 12/3 is attached.)

"A Resolution to Amend the Procedures for the Implementation of the Faculty Code with Respect to Dean Searches" (12/4)

Introduced by the Senate Committee on Professional Ethics and Academic Freedom, Resolution 12/3 was considered at three separate Senate meetings (November and December 2012, and January, 2013) during the 2012-13 session. The Committee incorporated feedback from the Senate into the final version of the Resolution that was adopted at the Senate meeting on January 11, 2013. The Whereas clauses noted the Code-delineated role of the regular, active-status faculty members of a search committee, elected by the faculty, and also noted more recent changes permitting students, alumni, academic administrators, and members of the Board of Trustees to sit on search committees in several schools. The resolution noted that, since this latter change was not incorporated into the Faculty Code, there was a need to authorize the inclusion of such members on Dean Search Committees and to establish guidelines for their participation. The Resolving Clauses of Resolution 12/4 add a new paragraph c) to Part C.2:

'The committee of tenured faculty members elected pursuant to the first sentence of paragraph b) above shall be designated as the "Faculty Dean Search Committee," and those elected tenured faculty members shall be the voting members of the committee organized to conduct a dean search (the 'Dean Search Committee"). Non-voting members of the Dean Search Committee may be invited for membership (with the concurrence of the appropriate Faculty, or, if so designated by the Faculty, the Faculty Dean Search Committee) and may include appropriate representatives of interested constituencies, including non-tenured faculty, students and alumni, as well as an academic administrator appointed by the Provost and a University Trustee appointed by the Board of Trustees. After receiving recommendations from the non-voting members of the Dean Search Committee, the Faculty Dean Search Committee shall hold executive sessions to deliberate and vote on (i) criteria for selecting a new dean, (ii) the selection of nominees to be presented to the faculty or to the appropriate academic administrative officer in accordance with the first sentence of paragraph b). In addition, the Dean Search Committee (after consultation with the Provost) may invite students, staff, non-tenured faculty members and alumni to meet with candidates chosen for final interviews and provide their recommendations to the Dean Search Committee. The Resolution also provided that Part C.2 of the Procedures for the Implementation of the Faculty Code be amended by designating existing paragraph c) as paragraph d).

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Resolution 12/4 was transmitted to the Administration, and its response indicated that “action on this Resolution by the Administration and the Board of Trustees will be postponed pending the Board of Trustees’ review of the Faculty Code.” (Resolution 12/4 is attached.)

“A Resolution of Appreciation” (12/5)

The Resolution of Appreciation for Michael S. Castleberry for his past service and his three years’ leadership as Chair of the Senate Executive Committee was approved by the Faculty Senate at its April 12, 2013 meeting. The administration concurred with this Resolution. (Resolution 12/5 is attached.)

“A Resolution to Recommend Adoption of the Sexual Harassment and Sexual Violence Policy and Procedures” (13/1)

Introduced by the Senate Committee on Professional Ethics and Academic Freedom at the first Senate meeting of the Senate Session for 2013-14 on May 10, 2013, Resolution 13/1 summarized the findings and recommendations of the Committee and sought approval by the Senate for a revised Sexual Harassment and Sexual Violence Policy and Procedures for the University. Resolution 13/1 was adopted as amended, and the Administration concurred with the Resolution, submitting the new Policy to the Board of Trustees for its approval at its May meeting. While Resolution 13/1 was technically not a part of the 2012-13 session, it is included here and will also be listed in the record of Resolutions for the 2013-14 session. (Resolution 13/1 is attached.)

REPORTS

The Executive Committee arranged for 18 reports to the Faculty Senate. These included: a Report on the International Strategic Plan by Associate Provost Donna Scarboro, an Update on the University Budget by Chair of the Fiscal Planning and Budgeting Committee Chair, Joseph Cordes, seven reports by and open discussions with Provost Lerman on the development of the University’s Strategic Plan, and a report from Human Resources Vice President Sabrina Ellis about Benefits Open Enrollment for the 2013 plan year. In November Kathryn Newcomer, Chair of the Committee on University and Urban Affairs, reported on a project undertaken by members of the GW community who volunteered in a Reading Leaders Pilot Program. This was a very successful partnership between members of the GW community volunteering to participate with the Washington Literacy Center in activities during Adult Literacy Week in September. Professor Hermann Helgert, Chair of the Physical Facilities Committee, reported on a number of facilities projects underway, including classroom availability and audiovisual and information technology improvements for learning in these spaces. An update was given on current construction projects, including the Science and Engineering Hall, the new building for the School of Public Health and Health Services and the GW Museum (including the associated Conservation Center at the Virginia Science and Technology Campus). The report also discussed the redevelopment of several on-campus townhouses, construction of the Law Learning Center Garage and renovations at Gelman Library, to include reconfiguration of the entrance and housing the Churchill Library. On-campus renovations of Ross Hall, Munson and Lisner Halls, and the Marvin Center were outlined, and future projects,

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including construction of a new superdorm, a new use for the Hall on Virginia Avenue, and eventual redevelopment of 2100 Pennsylvania Avenue (the Kaiser Building) were also described.

In December Human Resources Vice President Sabrina Ellis reported on the smoke-free campus initiative and indicated she would work with the Joint Committee of Faculty and Students and other relevant Senate and University committees and stakeholders in the development of the roll-out for this program. Dean Michael Feuer of the Graduate School of Education and Human Development reported on the state of the School. In February, Vice President Chalupa presented a report to the Senate on Research, and ITF Chair David Lawlor reported on the work of the Innovation Task Force. Provost Lerman presented his annual report on Core Indicators of Academic Excellence in March. At the April Senate meeting, Vice Provost for Diversity and Inclusion Terri Reed presented the biennial Report on Diversifying the Faculty.

PERSONNEL MATTERS

Grievances

Three grievances were filed with the Dispute Resolution during the 2012-13 session. The first from the School of Public Health and Health Services was concluded with a recommendation that the faculty member's tenure NOT be revoked. The second case, originating in Columbian College, is in process, as is another from the School of Business.

Nonconcurrences

The Executive Committee considered and forwarded its recommendations to the Administration in connection with its review of four administrative nonconcurrences with faculty recommendations in promotion and/or tenure cases. A fifth was withdrawn when the department elected to alter its recommendation in the case.

The Executive Committee is appreciative of the hard work and of Senate members, Committee Chairs, and other colleagues throughout the University for their willingness to volunteer for Committee service as well as their hard work, support, and dedication to shared governance.

The Committee is also grateful for the availability and thoughtful engagement of President Knapp and Provost Lerman in considering the many issues arising during this session. The Committee also recognizes Vice-President and Treasurer Katz for his service on the Fiscal Planning and Budget Committee as well as his presentations to the Senate.

Finally, we appreciate very much the continuing work of our Parliamentarian, Steve Charnovitz, Kurt Darr, Chair of the Dispute Resolution Committee, and Faculty Senate Coordinator, Sue Campbell, for their dedicated and long-standing service.

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Respectfully submitted,

Michael S. Castleberry, Chair

Members of the 2012-13 Executive Committee

Kimberly D. Acquaviva

Bruce Dickson

Roger Fairfax

Charles A. Garris, Jr.

Alan Greenberg

David McAleavey

Scheherazade S. Rehman

Robert Shesser

Steven Knapp, President, ex officio

**Report of the Chair of the Executive Committee of the Faculty Senate
to the Academic Affairs Committee of the Board of Trustees**

May 17, 2013

Resolutions

Resolution 12/4, *A Resolution to Amend the Procedures for the Implementation of the Faculty Code with Respect to Dean Searches*, was adopted by the Faculty Senate on 1/11/2013. The Whereas clauses noted the *Code*-delineated role of the regular, active-status faculty members of a search committee, elected by the faculty, but also the more recent changes permitting students, alumni, academic administrators, and members of the Board of Trustees to sit on search committees in several schools. The resolution noted that, since this change was not incorporated into the *Faculty Code*, there was a need to authorize the inclusion of such members on Dean Search Committees and to establish guidelines for their participation. The Resolving Clause of Resolution 12/4 adds a new paragraph c) to Part C.2:

'The committee of tenured faculty members elected pursuant to the first sentence of paragraph b) above shall be designated as the "Faculty Dean Search Committee," and those elected tenured faculty members shall be the voting members of the committee organized to conduct a dean search (the 'Dean Search Committee'). Non-voting members of the Dean Search Committee may be invited for membership (with the concurrence of the appropriate Faculty, or, if so designated by the Faculty, the Faculty Dean Search Committee) and may include appropriate representatives of interested constituencies, including non-tenured faculty, students and alumni, as well as an academic administrator appointed by the Provost and a University Trustee appointed by the Board of Trustees. After receiving recommendations from the non-voting members of the Dean Search Committee, the Faculty Dean Search Committee shall hold executive sessions to deliberate and vote on (i) criteria for selecting a new dean, (ii) the selection of nominees to be presented to the faculty or to the appropriate academic administrative officer in accordance with the first sentence of paragraph b). In addition, the Dean Search Committee (after consultation with the Provost) may invite students, staff, non-tenured faculty members and alumni to meet with candidates chosen for final interviews and provide their recommendations to the Dean Search Committee.

(2) That Part C.2 of the *Procedures for the Implementation of the Faculty Code* be amended by designating existing paragraph c) as paragraph d).

The resolution was presented by the Chair of PEAf to the Faculty Senate in December, 2012, and it was adopted at the January 11, 2013 meeting of the Senate.

Report of the Vice President for Research

Vice-President Chalupa reported on the status of research at the February meeting. He noted the increase in funding levels even during a time of financial restraint in many funding sectors and also noted that the number of faculty making submissions was at an all-time high.

Report on the Core Indicators of Academic Excellence

Provost Lerman presented the Report on Core Indicators of Academic Excellence at the March meeting of the Faculty Senate. This report was also presented to the Board of Trustees at the February meeting in a similar format. There was extensive discussion of the status of women and minority faculty, with some successes at the Assistant and Associate Professor levels but with little change at the Professor level. The report also reviewed the status of tenured/non-tenured faculty in all of the schools of the university.

Provost Lerman presented enrollment figures, course loads, and other measure of the academic mission of the University. There was considerable discussion on the relationship of the goals of the Strategic Plan as it impacts the academic programs of the schools. There was further discussion on comparisons with market-basket schools re student recruitment and a recognition that the University will be expanding recruitment opportunities abroad. There was discussion of the China initiatives and the larger impact of these opportunities for all of the schools of the University.

Report on Diversifying the Faculty

Vice Provost Reed presented the data on the current level of faculty diversity by gender, race, and ethnic origin. Similar to the data about faculty in the Core Indicators Report presented by Provost Lerman, there have been gains at the Assistant Professor levels but few gains at upper faculty ranks despite the emphasis on diversity in recruitment and hires.

Faculty Senate Committee Reports

The Faculty Senate also received Annual Reports at the April Senate meeting from the Chairs of the Libraries, Educational Policy, and Research Committees.

Respectfully submitted,

Michael S. Castleberry, Chair

2012-13 Faculty Senate Executive Committee

